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TRANSCRIPT OF

CIA CAREER SERVICE BOARD

15 January 1953


Present

Mr. Walter Reid Wolf
Chairman

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Mr. Robert Amory, Jr.

Mr. James M. Andrews


Colonel Matthew Baird

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MR. WOLF: In order to save time I think we might as well go ahead and call this meeting to order. I see the first thing on the Agenda is the "Minutes of the 3rd Meeting of the CIA Career Service Board, held 19 November 1952." They have been distributed, and will anybody move their approval?

GENERAL [REDACTED] I move they be approved.

DR. ANDREWS: I second the motion.

MR. WOLF: Is there any comment? If not there is no objection and they will stand approved as distributed.

The next item is "Revision of Schedule A of the CIA Career Service Program for action as indicated in paras. 3 and 4." I think you all have a copy of this.

"The present authorized composition of the CIA Career Service Board is as follows:

Permanent Members:

Deputy Director (Plans) or Deputy
Deputy Director (Intelligence) or Deputy
Deputy Director (Administration) or Deputy
Assistant Director for Personnel
Director of Training

Rotating Members (two at any one time for terms of six months each):"

There are listed the Assistant Directors. At the time that this was prepared there was an Assistant Director for Special Operations and an Assistant Director for Policy Coordination, since which time both positions have been changed or abolished and a new Senior Staff setup has been inaugurated. It has been suggested that the Board might consider the wisdom of having the Chief of [REDACTED]

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[REDACTED], Chief of Technical Service, and Chief of Administration of the DD/P Staff added to the list of rotating members after eliminating the Assistant Director for Special Operations and the Assistant Director for Policy Coordination.

COLONEL BAIRD: I so move.

MR. WOLF: Is there any comment?

DR. ANDREWS: I might add that some of my people suggested, Mr. Wolf,

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that it would probably be a good idea -- I don't know if it needs to be written in here -- if it would always be provided that the two rotating members would always be one from the covert and one from the overt offices. I think that is probably the intention of the Board anyway, isn't it?

MR. WOLF: I think it is quite right, and it should so be carried out. Is there any further comment on this recommendation? If not we will consider it approved.

25X1A9a MR. [REDACTED] Mr. Wolf, that is not in the original as far as I know. The place where I thought it was, I find that it is not there.

MR. WOLF: Well, I think it may be stated possibly that it would be the policy of the Career Service Board to act in accordance with Mr. Andrews' suggestion.

COLONEL BAIRD: It was certainly the intent of the proposal.

MR. WOLF: Right.

25X1A9a MR. [REDACTED]: It was the intent.

MR. WOLF: Now the next item, I believe, is the "selection of a rotating member of the CIA Career Service Board for the period 1 January to 30 June 1953; for action." Am I correct in my regretful statement that Mr. Andrews goes off at this time?

25X1A9a MR. [REDACTED]: That is right.

DR. ANDREWS: Is that right?

3 25X1A9a MR. [REDACTED] Your term was until the 31st of December. I have taken the liberty of interpreting this, that until your successor is elected and qualifies that you are a member of the Board. I had no reason to do otherwise.

DR. ANDREWS: Sure.

25X1A9a MR. [REDACTED] Here it is. It is Notice P-11-52, 1 July. "James M. Andrews, Assistant Director, Collection and Dissemination (for the period 1 July 52 to 31 December 52)."

DR. ANDREWS: I had an impression that it was . . . they found a dittoed

sheet that had it until April or something.

25X1A9a MR. [REDACTED] No.

MR. WOLF: Well then I assume that we will want to nominate someone from the list of rotating members to serve the ensuing six months.

COLONEL BAIRD: From the DD/I complex.

MR. WOLF: I would think the DD/I or Assistant Director for Communications who is . . .

COLONEL BAIRD: I would like to make a second recommendation on that. It seems to me that if we follow out the program that we should have a representative from the DD/I, and I would like after that to make a second recommendation that as long as the Office of Communications is placed where it is in the Table of Organization in the Agency that the AD/Commo be made a member of the Career Service Board.

MR. WOLF: Well, I understood the suggestion one from the overt and one from the covert, not necessarily a representative of the DD/I as against the DD/P. Did I misunderstand that?

25X1A9a DR. ANDREWS: I think the intent was DD/I and DD/P.

MR. WOLF: Although I fully appreciate the Director of Training is both overt and covert, but is a permanent member, I was thinking in the terms of [REDACTED] being both overt and covert but is not under DD/I or DD/P. I think if we can accept the suggestion as you made it for DD/I or DD/P, I would certainly welcome the suggestion that Matt Baird has made to include the Assistant Director for Communications.

25X1A9a MR. [REDACTED] Mr. Wolf, the five permanent members -- the DD/P, DD/I, DD/A, Assistant Director for Personnel, and Director of Training -- among the five of them they represent the four chains of command.

MR. WOLF: That is right.

25X1A9a MR. [REDACTED]: The four permanent chains of command. The Director of Communications is the fifth direct chain of command to the DCI. Maybe the intent would be to add the Assistant Director of Communications to the

permanent membership of the Board. Is that the idea?

COLONEL BAIRD: I think we have two things here. First of all we have a replacement from the DD/I.

MR. WOLF: That is right.

COLONEL BAIRD: And then to follow out our existing procedure . . . the recommendation that I was going to make is a departure from the existing procedure in that as long as the Office of Communications is not under one of the established deputies that the Assistant Director for Communications be made a permanent member of the Board. We know we have reorganizations that take place periodically. Training may end up some place; Communications may end some place; and I think then we restore the balance. But there really are two separate . . . You would have to, I suppose, request permission to add a permanent member.

MR. WOLF: I think that is right. I think we might certainly proceed with the first problem which is the appointment of a successor to Mr. Andrews and from the DD/I organization. Would anybody like to make any suggestion as to whom they would like to pick? I would suggest myself that the next name on the list is the Assistant Director for Current Intelligence, and I think it would be very helpful to have him serve on this Board.

MR. AMORY: Of course, that is really letting the alphabet . . . it actually isn't that, is it?

25X1A9a MR. [REDACTED] I don't think there is any rhyme or reason for the sequence.

MR. AMORY: I would be inclined to recommend in view of the fact that Mr. Sheldon has only been aboard for less than six months . . . it would be desirable to take somebody like Sherman Kent. We are going through a formative period on this Board. We may be faced with reorganizations and other problems in the next few months, and I should think an old hand would be better counselled at this time. I mean that obviously all of these people are going to get their turn on a three or three and one-half year basis.

MR. WOLF: I am sympathetic to that. I think the reason I mentioned it was

not solely because it was next on the list. I felt that it might be extremely helpful to Sheldon in that he has been here a relatively short time to be given the opportunity to get thoroughly injected into this total personnel situation for the long distant future. I was thinking more of him than I was of getting an old hand when I made the suggestion; however, I have no fixed point of view at all. I would like to hear if anyone else has.

COLONEL BAIRD: I agree with Bob that I know that the proceedings might

25X1A9a helpful to [REDACTED] but it seems to me that the Board itself needs an old hand on it rather more than Ting Sheldon needs the Board. We have some pretty senior people in the DD/I such as George Carey or Sherman Kent.

MR. AMORY: I might say, in that I was just thinking about it in the last five minutes when this problem was dumped in my lap for the first time, that one reason for not having George Carey at this time . . . you might say that George and [REDACTED] represent close to one wing of the DD/I operations, and Sherman Kent is over in the other side. Also from where he sits he has a pretty good idea of personnel and qualitative problems from the three producing offices. He has a pretty strong deputy, and I think he would be as likely not to miss any meetings here as anyone.

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MR. WOLF: That would be very helpful. Has anyone any other comments? May we assume then that Sherman Kent has been nominated, seconded, and the Board approves.

MR. [REDACTED] This will be confirmed by the Director, is that it, Mr. Wolf?

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MR. WOLF: I assume we can only recommend to the Director, but it will simply be a statement that we have taken this action. Now I would like to go back to Colonel Baird's suggestion that we consider the placing of the Assistant Director for Communications, as long as his office remains not under any one of the deputies as a permanent member of this Board. Is that approximately as you would like it?

COLONEL BAIRD: I don't know that the qualification is necessary, Mr. Chairman, but I think it probably is a good idea.

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MR. WOLF: The qualification is what I thought you particularly meant. I would personally very greatly welcome having General [REDACTED] a member of this Board permanently because I think he has shown tremendous interest in the whole subject and the whole personnel and the whole career training program.

25X1A9a MR. [REDACTED] Let's bring him on.

MR. WOLF: And as far as I am concerned I would be entirely willing to leave out said qualification if the rest of the Board felt the same way.

MR. AMORY: Just as a matter of idle curiosity, roughly how many people does he have under him?

25X1A9a MR. [REDACTED] 25X1A1a

MR. WOLF:

MR. AMORY: I think the whole suggestion makes very good sense.

MR. WOLF: May I assume the Board approves the recommendation that Communications be made a permanent member of the Career Service Program?

COLONEL BAIRD: Yes, I will withdraw the qualification in my motion.

MR. WOLF: Right. The next item in front of us then is the "Report of the Working Group on Honor Awards, 'Final Report', dated 9 January 1953, (attached); for action, i.e., approval of proposed CIA Regulation, Notice and Personnel Notice contained in TAB F."

In the matter of the National Security Medal, the Executive Order I am advised is on the desk of the President. Regulations for the President to sign have been prepared, and authorization was given last night to forward those Regulations to the President for his signature if he signed the Executive Order which has been coordinated through the Bureau of the Budget with the Department of Defense. Furthermore a proposed letter has been forwarded addressed to the Director of Central Intelligence to be signed by the President. Under said Executive Order authorization is given the DCI to prescribe regulations for the award of the medal, etc. So that is all in hand. I don't know whether the President has actually signed the Executive

Order and approved the Regulations or not. In the papers forwarded it is recommended that the CIA Honor Awards Program as described in Tabs A through F be established and that the Deputy Director/Administration be responsible for the implementation of the program, and I assume everybody has had an opportunity to look at this . . . Tab A covering the structure and responsibilities of the CIA Honor Awards Board, Tab B the National Security Medal for Distinguished Achievement, Tab C the Medal of Freedom, Tab D Awards of Other Agencies, Tab E Longevity Awards, and Tab F Proposed Implementing Regulations and Notices. Has anyone any comments?

DR. ANDREWS: My people made one comment, Mr. Wolf. They pointed out to me -- I think it is academic, but they did point out -- that the Medal of Freedom is secondary to the National Security Medal, and that according to the books the Medal of Freedom can only be awarded in the time of national emergency. They said, "What happens for a second medal in case we no longer have a national emergency?" I think that is an academic point probably as far as all this here is concerned. Still they did ask me to bring it up.

MR. WOLF: I don't believe I have any answer.

25X1A9a MR. [REDACTED] I don't know the answer to that.

DR. ANDREWS: I think we can probably forget about it for several years to come, don't you?

MR. WOLF: I think very likely.

COLONEL BAIRD: Mr. Chairman, I have just a small point. They recommended that the Deputy Director of Administration be authorized to implement the program, implement meaning to get it started or . . .? I wondered whether you wanted to be bothered with that. It seemed to me it was an AD/Pers problem primarily, or even the Career Service Board as such, but that the DD/A didn't want to have that one of his additional responsibilities.

MR. WOLF: If it were, and I hope it isn't, it would be handed to the AD/Pers automatically. I think that you are entirely right.

MR. AMORY: G-1 always had that headache.

MR. WOLF: It ought to be handed to the Assistant Director for Personnel rather than the DD/A in my judgment. I don't know how any of the rest of you feel about it. I frankly hadn't thought about it as it was so automatic if it did come. 25X1A9a

GENERAL [REDACTED] I didn't think about it at all. I thought it was just so automatic.

MR. WOLF: Yes.

25X1A9a MR. [REDACTED] I could perhaps amplify this. The Honor Awards Working Group is not certain whether it is advisable for it to be concerned with longevity or not. I believe the members of the Working Group would be just as happy if that were considered to be an automatic personnel function rather than an an honors function; in other words, not dilute the honors function with the automatic longevity, and the Chairman of the Working Group authorized me to say that he would be just as happy if the ^{Honor Awards Board} Board as appointed . . . and it has already been recommended by this Board that [REDACTED] be the Chairman of 25X1A9a this to-be-appointed Honor Awards Board. . .

As Chairman he would be happy if he didn't have any longevity awards problems to deal with but only could confine his activities, and thinking, and the activities of the Board to the strictly honor business rather than the automatic longevity Board; therefore, if this Board is of such a mind it could refer Tab E directly to the Assistant Director of Personnel to implement and take it out of the Honor Awards Board's responsibilities completely. Tab E is the longevity awards half of the program as it has been presented.

MR. WOLF: Would you make clear to me in just a word what the Honor Awards Board has to do from this point forward?

25X1A9a MR. [REDACTED] The Honor Awards Board . . . that is in Tab F, Mr. Wolf, of paragraph B, and shows what the responsibilities of the Honor Awards Board would be. It would be the screening, the receiving of all recommendations, the screening and the recommending of those recommendations to the Director, recommending on the proposals for decorations to the Director.

COLONEL BAIRD: And developing standards.

25X1A9a MR. [REDACTED] And developing standards for the awarding . . . standards and criteria.

MR. WOLF: Well, in other words, the Assistant Director of Personnel would have nothing to do with this except to authorize by this Board the Honor Awards Board to carry out the program?

25X1A9a MR. [REDACTED] The Honor Awards Board would be responsible to the Career Service Board.

MR. WOLF: Well, I am a little confused because when it states here, "recommended that the Deputy Director of Administration be responsible for the implementation of the program," I am a little troubled about the word "implementation" myself.

COLONEL BAIRD: To get it off the dime I guess.

MR. WOLF: If this means as I think it must.

4 25X1A9a MR. [REDACTED] Issue the regulations, and see that the design for the medal . . . that the money for paying the artist to design the medal . . . and strike the die, etc., is done. I think that is what they meant by "implement". In other words, an artist has to . . . a sculptor . . . has to be employed now to design a medal, and dies have to be made, and medals have to be procured, etc., and it is the recommendation that the Heraldic Branch, Office of the Quartermaster General, be employed to do that. . . Mr. DuBois, as a matter of fact, who has designed most of the medals for the military establishments and for the civilian establishments too.

MR. WOLF: What is the pleasure of this Board . . . to recommend that this proposed regulation be adopted as written, giving this authority to the Honor Awards Board? It would seem to me that is the recommendation that is in front of us. Now if that recommendation is approved and if this regulation is issued, the implementation seems to me to be simply authorizing them to get going on it under the Career Service Board and report back to the Board.

25X1A9a MR. [REDACTED] That is correct.

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MR. WOLF: That is what it means, isn't it?

25X1A9a MR. [REDACTED] I think so, yes, sir.

GENERAL [REDACTED] But I would say in this implementation, for instance, when the names would be referred to the Board they probably would be referred by the Personnel Director, myself, to them, don't you know, and then they would act on them, and then the names would come back. They probably wouldn't come through this Board here. They would probably go on up direct to the Director.

Is that . . . ?

25X1A9a MR. [REDACTED] I believe the Honor Awards Board would receive its recommendations from any Assistant Director. The composition of the Honor Awards Board is three operating officials with an advisor from Personnel and an

25X1A9a advisor from Security, namely, Mr. [REDACTED] has been already nominated by Mr.

25X1A9a Meloon for this, and Mr. [REDACTED] has been nominated by Shef Edwards. It is a Personnel and Security advisor to the three members who constitute, let's

25X1A9a say, the voting members of the Honor Awards Board.

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GENERAL [REDACTED] I was thinking of the mechanics of it.

25X1A9a MR. [REDACTED] Direct to the Board the Assistant Directors who wish to make a recommendation for honor awards.

MR. AMORY: I don't think you normally address the recommendation to the Board.

25X1A9a MR. [REDACTED] The recommendation would be addressed to the Director, but it would go to the Board for processing before the recommendation was made as to whether . . . I mean the review of the recommendation to make sure it was in proper form and criteria and standards.

MR. AMORY: It seems to me first you always have to have an administrative review in your office to see whether the papers are complete enough to warrant substantive consideration by this Board. I mean the times, places, comparative data, and other stuff there, but I think the language is perfectly all right.

25X1A9a GENERAL [REDACTED] I was just considering the parallel. You take the Adjutant General in the Army. Everything goes through him. You refer things

to the Decoration Board, and they send things back, and then through the Chief of Staff for approval. I wasn't thinking about mechanics.

25X1A9a MR. [REDACTED] Yes, I think those mechanics can be worked out as soon as the Board is appointed and gets underway.

MR. WOLF: What do you care to do about the recommendations? Does this Board care to approve the CIA Honor Awards program as described in Tabs A through F, that it be established, and that the Assistant Director for Personnel be responsible for the implementation of the program?

COLONEL BAIRD: Yes, does that include the longevity?

25X1A9a MR. [REDACTED] It does.

COLONEL BAIRD: But I think the longevity ought to be taken out of the Honor Awards Board and given to AD/Pers.

MR. WOLF: If the Assistant Director for Personnel is to be responsible for implementing the program, would it be the wish of this Board to leave that up to him to determine how to carry it forward . . . whether his office or whether he delegates it to someone else?

25X1A9a MR. [REDACTED]: Here would be the regulation on longevity awards. The changes that would be made in that . . .

MR. WOLF: It states in this that "the Assistant Director/Personnel is responsible for the administration of the Longevity Awards Program."

25X1A9a MR. [REDACTED] Strike out the last sentence. Take the CIA Honor Awards Board out of the longevity entirely.

MR. WOLF: "The CIA Honor Awards Board is responsible for making arrangements for the presentation." Is that what you mean?

25X1A9a MR. [REDACTED] Yes.

MR. WOLF: That is perfectly satisfactory to me to take that out and let the regulation go through. Is there any further discussion on the Honor Awards Program? If not we will go to the next item on the Agenda which is the "Report of the Working Group on Hazardous Duty, 'Interim Report, Hazardous Duty Pay Plan', dated 9 January 1953, (attached); for action, i.e., approval of proposed CIA Regulation and Notice." I didn't have time to find out whether or not this

proposed Regulation has been coordinated with General Counsel.

25X1A9a MR. [REDACTED] A member of General Counsel has sat with the Working Group.

25X1A9a Mr. [REDACTED] have sat with the Working Group in the preparation of this.

MR. WOLF: Well, my question is: Has the Office of the General Counsel reviewed the regulation as it is written and as it is presented to us for approval?

25X1A9a MR. [REDACTED] The Office of the General Counsel has not formally concurred in this regulation. They have participated . . . a member of the General Counsel's Office has participated in the drafting of it, but that does not, of course, commit Mr. Houston.

COLONEL BAIRD: Mr. Chairman, I think that inasmuch as this affects the DD/P far more than it does the DD/I or the DD/A, I would like to hear Mr.

25X1A9a [REDACTED] either sponsor or at least express an opinion on this thing. I have great doubts about this thing myself. I would be glad to speak on it from the point of view of Training.

25X A9a MR. [REDACTED] You have great doubts about what aspect of it?

COLONEL BAIRD: Dick, it is just fuzzy in my mind whether we ought to have it or not. I mean I was a little surprised that the Career Service Board had apparently approved in principle the Hazardous Duty program. I am a little . . . I just don't feel happy about it, and I can give you the position of Training on it which is tied up into the broader picture.

25X1A9a MR. [REDACTED] As a matter of fact, it was Training that ^{presented} ~~participated~~ it.

COLONEL BAIRD: Training ^{presented} ~~participated~~ it for a specific reason. We had asked for policy guidance to satisfy a problem, and the problem was that in Training establishments we had civilians and military doing similar jobs, one of which was being paid hazardous duty pay and the other not. In other words, the boys in the blue suits were getting flying pay, and the boys in the brown suits were getting jump pay, and the civilians were getting neither but doing the same thing, and we asked for policy guidance as to whether we should attempt

to pay the civilians while doing that, and it was referred because it seemed to me at the time that Mr. [REDACTED] was investigating the problem from the Agency . . . the hazardous duty pay . . . from the Agency . . . that it was referred to his Committee, and then, as I say, I was unaware that the Career Service Board had approved the principle of hazardous duty pay. This is what I thought: That the Career Service Board had asked the Working Group to recommend to it whether there be a hazardous duty program and, if so, what that hazardous duty program should be, but I feel inasmuch as it concerns your activity we should be largely governed by your recommendations on it. 25X1A9a

25X1A9a MR. [REDACTED] What is your objection to the idea?

COLONEL BAIRD: It is a very ephemeral sort of thing, but I would hate to pay for motivation, and it seems to me that the hard core -- to use the word again that we have heard kicked around a bit -- of this outfit is made up of people who are motivated to serve regardless of financial remuneration. Financial remuneration is not the main incentive, and we may be making a mistake in encouraging by bonus benefits people getting into an activity that I think should come from motivation solely, and then what we do to those who don't get hazardous duty pay, whether they feel discriminated against because they are in the same branch of the service. I raise this point because I think the Air Force would give its eye teeth to get out of this thing that they have gotten into, and they got into it because of recruiting difficulties where they were competing for West Point graduates initially and then for manpower in the second phase of World War II. It has been a headache, and they are unhappy about it, and they don't know how to get out of it. The Navy is unhappy about it. The Navy doesn't even call it hazardous duty pay. They call it incentive pay, and the Marines, of course, say, "To hell with it." If you are a Marine you do what you are told to do, and you are equally in the same boat.

25X1A9a MR. [REDACTED] The Marine aviators don't get extra pay the way Naval aviators do?

COLONEL BAIRD: No, and they don't get jump pay, and I don't think the

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Army is too happy about the jump pay situation, and I question whether we ought to get into something we might find it difficult to get out of.

MR. AMORY: What is the status of this combat infantry pay?

GENERAL [REDACTED] Yes, we just went over to the Pentagon to talk to General Powell over in G-1 about it, and this whole thing . . . they had a Board, you know, of all of the services, and that thing hasn't been turned out yet. I mean we don't know exactly what it is. He gave us some ideas of what it would be, and [REDACTED] wrote this thing up based more or less on that, didn't you? Yes, some recent information we received. There is a question whether they are going to recommend that or not. I don't know. But here is the only point I would say on this in CIA, and that is that if the services do get it and we have something that parallels it, I think we should have it here. If they don't get it, then I say, "Lay off of it." We do not require a law apparently to pay out of unvouchered funds, but the services require a law, and I think we ought to wait and see whether they get it or not.

MR. [REDACTED] The situation which I referred to is this. Last spring Chairman Russell of the Armed Forces Committee set up a subcommittee which studied this. It was just before the end of Congress, and they only briefly scratched the surface, and they recommended to the Secretary of Defense that a civilian commission be created to study it. That civilian commission was created, and Rear Admiral Lewis Strauss, the former Atomic Energy Commissioner, was the Chairman of the Commission, the Vice-President of Columbia University, and three other distinguished civilians formed the Commission. They have made a report to the Secretary of Defense which will form the basis of the Department of Defense's legislation, which they will introduce into the present Congress, and just this afternoon I talked to Admiral Strauss, who is a friend of mine, after [REDACTED] had authorized me to do so, and also Shef Edwards cleared it. Well, there is no problem there. He is prepared to be of any assistance, guidance, counsel -- tell us what his report is -- and I made a tentative appointment with him in New York for Monday, also with General

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[REDACTED] approval. It occurs to me that these intangibles which he has been dealing with, and which he has received the testimony, let's say, and evidence of the Armed Services are extremely important to us, and maybe Admiral Strauss could advise this Board or advise CIA on some of the intangibles if we wish him to do so. We could also ask for his permission, and he is the only person who, I believe, could make available or give us a preview of the report which their Commission has made to the Secretary of Defense -- to Mr. Lovett. We can't get that from General Powell because General Powell says he is not in a position to make it available to CIA. The only way we can find out what the recommendations are would be as far as I know at this moment to go through Admiral Strauss.

MR. AMORY: Gentlemen, I should think in view of that it would be wise to defer action at this point.

MR. WOLF: I certainly agree.

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MR. [REDACTED] Is there any possibility . . . could you give me some guidance to use when I talk to him on Monday? Would the Board like to ask him to advise it on the problem or not? I don't know . . . I don't know whether that is within our frame of thinking or not. 25X1A9a 25X1A9a

COLONEL BAIRD: Well, if we are tying this thing, as General [REDACTED] said, to the Defense determination, I think it would be very helpful.

GENERAL [REDACTED] I wouldn't go into it until that law is passed because if we start getting into it before that time, it would be too early I think.

COLONEL BAIRD: I would also suggest that if the DD/P saw fit he put it on the Agenda for discussion of his four Career Service Office Boards and see what their . . .

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MR. [REDACTED] What we are being asked to do here is to set up the program is it . . . organize a committee?

COLONEL BAIRD: This approves the program. This is a regulation that puts it into being.

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MR. [REDACTED] You see, the terms of reference in which this was submitted was this memorandum from Red White, which the Board approved, asking the

Working Group to translate this policy concerning hazardous duty into regulations. They have really sweated this one out. This Working Group has met twice a week, and they have done the best that they can translating this policy into a regulation. Really the question is: Do we want one or don't we want one?

COLONEL BAIRD: You wouldn't want to ~~approve~~ it moralwise. That would be a bad thing for the Career Service Board to recommend approval to the DCI and the DCI sign it and then not implement it once you approve it.

25X1A9a MR. [REDACTED] The notice, Dick, establishes the criteria under which hazardous duty pay would be made. 25X1A9a

GENERAL [REDACTED] That is something similar to what they have in the Department of Defense. 25X1A9a

25X1A9a MR. [REDACTED] They made it as identical as it can be made.

5 GENERAL [REDACTED] We don't know whether that is going to be passed by Congress.

MR. AMORY: You want it to be congruent with the thing. There is going to be all kinds of bitching around here if . . .

MR. WOLF: I think we would be very well advised to get the best information that is available to us through Admiral Strauss, and I think the suggestion that the individual Career Service Boards of the DD/P area read these and consider them and report back to this Board at its next meeting rather than take any immediate action today is good.

25X1A9a MR. [REDACTED] I certainly agree with that. I just did not understand the issuance of this regulation meant the program was in being. I thought it was set up as a mechanism for administering it, and I was rather thinking if you were setting up a mechanism, there would not be a better one to study the problem than the DD/P Career Service Board.

MR. WOLF: All right, Sir, well, let it stand at that. The next item is the "Basic Intelligence Training, dated 23 December 1952, (attached); for action, i.e., approval of proposed CIA Regulation."

25X1A9a MR. [REDACTED] There are an awful lot of words in there.

MR. WOLF: I read it late last night, and I am not sure that I remember all of that.

COLONEL BAIRD: This is very brief . . . the real regulation . . .

25X1A9a MR. [REDACTED] Single spaced . . . hundreds of words.

COLONEL BAIRD: You reduce it. I might say there have been two recommended changes, Mr. Chairman.

MR. WOLF: Yes.

COLONEL BAIRD: I might say there have been two recommended changes, Mr. Chairman.

MR. WOLF: Yes.

COLONEL BAIRD: One by the DD/I in B. (5) that "all requests for exemptions shall be subject to the review and approval of the Director of Training" and where applicable to the provisions of C. (1) (d) of this Regulation. It is spelled out once, and this just says it refers to it.

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25X1A9a MR. [REDACTED] Yes.

COLONEL BAIRD: Then the Office of Personnel under E. (1) wishes to add that "if the EOD date of such personnel does not permit direct processing into the basic intelligence course, such personnel may be assigned to temporary duty in the sponsoring office pending the beginning of the next basic intelligence course if agreed upon by the Assistant Director of Personnel and the appropriate office head."

MR. AMORY: Isn't that pretty academic because they won't be TS cleared?

COLONEL BAIRD: They would do that anyhow. This just spells it out of what we expected them to do.

MR. AMORY: How does this fit with the new rule of the Director or somebody that no training funds can be expended for somebody who is only provisionally cleared?

COLONEL BAIRD: That is outside the Agency . . . outside Agency training are provisionally cleared.

MR. AMORY: How is that consistent with that?

COLONEL BAIRD: These people have Secret clearance basic training and will have Top Secret clearance before they get out of the training of six weeks.

MR. WOLF: This whole question of provisional clearances is one of our most difficult based on a complete security analysis that we had [REDACTED] do. 25X1A9a

He has recommended, and the Director has tentatively approved, that there be no provisional clearances. That has not been finalized yet. Dick and Eric, that is the one remaining part of the [REDACTED] report that we have not gone back 25X1A9a to the Director for finalization on. The other is apparently I gather all being worked out all right. We are going to ask the Director definitely to reverse his opinion in so far as clerical personnel are concerned. The balance of the report -- I can't recall exactly how it is stated -- indicates that no provisional clearance shall be given in effect except for a most unusual reason where there is a chance that we cannot hold the person without that provisional, but we have been too loose about it. We have been much too loose. We have been giving provisional clearances here, there, and elsewhere all over the Agency. I think there were 14 or 18 last month which I am having an analysis made of to see where they were, who got them through, and what they are doing. Nothing is final about this thing yet.

MR. AMORY: I would just appreciate it if we get a chance in the DD/I side to talk to you or the Director.

MR. WOLF: I wonder if it would be satisfactory if I could refresh my recollection from the report and paper, and before anything is finalized I would be only too glad to sit down with you, or Lofty, or anyone else.

MR. AMORY: The simple problem is no field investigation can be made without disclosing to an employer there is a change of job, and a great many people don't want to get themselves in that spot with the bank, or university, or where they are, and there ought to be some way you can protect them so they can burn their bridges and come with us. If they aren't cleared that gives us that problem, but after all the same thing is true if you approach them and they are not cleared. You have 90% of the headache whether they are not cleared.

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Make very clear it is for training purposes.

MR. WOLF: I can't agree with you on that. It depends on how they are approached, and who talks to them, and what is said to them, and I think that again it may be outside of our bailiwick, but we have gotten into terrible trouble by virtually making commitments to people whom we thought we wanted and whom we can't take in.

MR. AMORY: The same thing is true about the PG . . . I mean, if everything is true and then the guy goes down and has this little chat and skeletons in his closet rattle. Then you have the embarrassment . . . I am digressing. I am just glad to hear that it hasn't been all buttoned up.

MR. WOLF: It isn't completely finalized, but I will be very glad to take that up and discuss it. The problem we have now is the recommendation of this regulation on this basic training, and I don't know that there is any objection to it other than these amendments that have been suggested.

6 COLONEL BAIRD: They are the only two suggestions.

MR. WOLF: Is there any other?

MR. AMORY: I might say for the record here that I think the procedure of the Office of Training in going about this thing is an excellent case of relations, at least on our side of the office. We are given a maximum chance to get in at the early stages of the thing, and I am very appreciative to Matt the way this thing was brought about.

MR. WOLF: May I assume then unless there is some objection we are prepared to recommend the approval of this recommendation?

GENERAL [REDACTED] I move we approve it.

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MR. WOLF: If there is no objection we will consider it approved.

7 "Report of the Professional Selection Panel 'Summary of Action on Cases Submitted to the Panel', dated 9 January 1953, (attached); for information."

That is before everybody, and I think it is perfectly clear. I might say for the information of this Board I requested as Chairman of this Board the privilege of reviewing some of this so that I would be thoroughly advised as to what was done, how it was done, and I have gone over each one and have

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sent to the Assistant Director for Personnel the final report and have requested that he hold up on one case where adverse action was taken by the Board, which I want to discuss with my senior associates before it is finalized. There was one case which I think may need a little different handling from the normal case, and that was done today, and I think the letter was sent over to you.

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GENERAL [REDACTED] I have the letter.

MR. WOLF: I simply wrote "Hold" on one case until I could look into it. This I think was for information. Has anybody any comments on this?

The last item is "'Summary of Career Service Activities for the period 15 August to 15 December 1952', from the Executive Secretary, CIA Career Service Board, dated 9 January 1953, (attached); for information."

MR. AMORY: I have an error to point out if I may. It could be understandable. When you get to ORR you don't have my name down there. It should be there though [REDACTED] remains as Chairman. I have decided to keep him and make him Chairman.

25X1A9a MR. [REDACTED]: On page 2, Rud, in the DD/P Board, I actually am supposed to be ex officio there as Chairman. [REDACTED] is actually the Chairman, and the Board consists of the other three gentlemen mentioned. Isn't that right? Eric, wasn't that the way that was set up?

25X1A9a MR. [REDACTED] Yes. Tracy is sitting on it now, isn't he?

25X1A9a MR. [REDACTED] In place of [REDACTED] I think, yes. Well, it is wrong even for that period, I think.

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COLONEL BAIRD: I had some changes too, but as I was quite rightly told off by the Executive Secretary of the Board that if I would send correct reports to him that he would in turn get it correct . . .

(Off the Record)

MR. WOLF: Is there anything else to be brought to the Board today?

25X1A9a MR. [REDACTED] Not that I am aware of.

MR. WOLF: Unless there is something we will consider ourselves adjourned.

... The Board then adjourned at 1655 ..

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memorandum of 15 January 1953, for the CIA Career Service Board, subject: Status of Commendatory letter, was distributed for information.

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